

WBAL-TV
Exhibit 10

FULL-TIME VACANCY EEO INFORMATION – Form BP-03

[Fill out for each full-time vacancy]

Job Title of Vacancy: **TV TECHNICIAN**

Recruitment Source That Referred the Hire:

Job Seeker

Date Vacancy Opened: **06/15/09**

Total Number of Persons Interviewed for the Vacancy:

6

Date Vacancy Filled:

SEPTEMBER 4th, 2009

Recruitment Sources Used to Fill the Vacancy

5165
J. RAY

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees referred By the Source for the Vacancy	Did the Source request Notification?
Coppin State College	2500 W. North Ave. Baltimore, MD 21216	Seana Coulter	410-951-3000		
Baltimore Urban League	512 Orchard St. Baltimore, MD 21201 www.bul.org – post on line	Career Center	410-823-8150		
Communities Organized to Improve Life	1200 W. Baltimore St. Baltimore, MD 21223	Stacey Smith	410-629-0506		
Jewish Vocational Services	1515 Reisterstown Rd. Baltimore, MD 21208	Tova Jaffee	410-653-5760		

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees referred By the Source for the Vacancy	Did the Source request Notification?
47 NABJ (Nat'l Assoc Black Journalists)	8701 Adelphi Rd. Adelphi, MD 20783	Erin Joyner	301-445-7100		
59 Towson University	8000 York Rd. Towson, MD 21252 www.towson.edu/careercenter-post-on-line	Career Center	410-704-2000		
44 Morgan State University	C-224 Montebello 1700 E. Cold Spring Lane Baltimore, MD 21251 Carl Taylor Coordinator Academic & Career Advising Morgan State University Carl.taylor@morgan.edu	Center for Career Development	443-885-3110 443-885-3505		
14 NAACP	4805 Mt. Hope Drive Baltimore, MD 21215	Mr. Richard McIntire	410-580-5787		
41 MD Commission on Hispanic Affairs	301 W. Preston St., Ste 1502 Baltimore, MD 21201	Ms. Ruby Stemmle	410-767-7857		
24 Gov. Office of Minority Affairs	6 St. Paul St. Baltimore, MD 21202	Herbert Jordan	410-767-8232		
24 State of Maryland Dept of Labor, Licensing & Regulations	1100 N. Eutaw St. Baltimore, MD 21201 bhannons@dlr.state.md.us	Barry Hannons	410-767-2158		
21 Community Assistance Network	7701 Dumanway Dundalk, MD 21222	Hal Malone	410-286-4674		
32 Howard University School of Communications	525 Bryant St. NW Washington, DC 20059 cdudley@howard.edu	Carol Dudley	202-806-5806		
46 National Assoc. of Hispanic Journalists	1000 National Press Bldg Washington, DC 20045 Send postings via email jobbank@nahj.org	Michelle Vignoli	202-662-7145		
35 Internal Bulletin Board	3800 Hooper Avenue	Department Heads	410-467-3000		

	Posting	Baltimore, MD 21211			
	Station Website	www.thewbalchannel.com www.wbal.com www.98online	Chris Vaughn Chris Beauchamp Kerry Plackmeyer	410-338-6499 410-338-6637 410-338-6552	
	Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees referred By the Source for the Vacancy
31	Hearst Argyle Careers	http://careers.hearstargyle.com	Robin Morrow		
4	AWRT	8405 Greensboro Dr. McLean, VA 22102 www.awrt.org	Amy Lotz	703-506-3290	
3	Afro American Newspapers	2519 N. Charles St. Baltimore, MD 21218	Marquis Goodwin	410-554-8200	
31	Loyola College	Career Development Center 4501 N. Charles St. Baltimore, MD 21210 Send postings via email thecareercenter@loyola.edu	Michelle Schuler	410-617-2000	
30	Honorable Elijah Cummings Office	1010 Park Ave, Ste. 105 Baltimore, MD 21201 Send postings via email Fran.allen@mail.house.gov Madhur.bansal@mail.house.gov	Fran Allen District Director	410-685-9199	
29	Mayor's Office of Employment Development	417 E. Fayette St. Suite 468 Baltimore, MD 21202 Send postings via email knichols@oedworks.com *rhoward@oedworks.com (*added 6/20/06)	Kahlila Nichols Workforce Operations Director	410-396-3009	
10	Balto City Community College	2901 Liberty Heights Ave. Baltimore, MD 21215 Send postings via email dhill@bcc.edu	Deidre Hill Job Recruitment	410-462-8013	
14	Broadcasting Institute of Maryland	7200 Harford Rd. Baltimore, MD 21234 nb@bim.org	Norm Brooks Placement Director	410-254-2770	
					Did the Source request Notification?

Community College of Baltimore Co, Essex Campus	Job Placement Office 7201 Rossville Blvd. Building A, Ste 260 Baltimore, MD 21237	Continuing Education Dept	410-780-6653		
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<i>11</i> The Emma L. Bowen Foundation for Minority Interest in Media	524 West 57 th St. New York, NY 10019	Sandra Rice	212-975-2545		
<i>10</i> National Organization for Women Baltimore Chapter	PO Box 253 Timonium, MD 21094 Send via email to info@baltimorenow.org	Lori, Electronic Correspondent	410-668-4399		
<i>10</i> University of Md Baltimore County Career Center	esjobs@umbc.edu (Univ of Md Balto Co)	Lauren Peters	410-455-2216		
<i>10</i> NJSSB, Inc					

INTERVIEWEE INFORMATION - Form BP-04

Job Title of Vacancy: **TV TECHNICIAN**

Interview #	Interviewee's Name	Referral Source	Interview #	Interviewee's Name	Referral Source
1	Mark Bulla	TV Jobs . com			
2	Jason Mardis	TV Jobs . com			
3	Louis Lytle	TV Jobs . com			
4	Oliver Robinson	TV Jobs . com			
5	James Ray	TV Jobs . com			
6	FRED MERKER	TV Jobs . com			

***** Use additional pages as needed. Do Not Put in Public File. *****

VACANCY NOTIFICATIONS – Form BP-05

Job Title of Vacancy: TV TECHNICIAN

Date Vacancy Opened: June, 2009

Date Vacancy Filled: SEPTEMBER 4th 2009

Notification of vacancy information for the above job title was given using the following advertisements, bulletins, letters, faxes, e-mails, or other communications. Dated copies of these notifications are attached to this form.

Type of Announcement	Date of Announcement	Type of Announcement	Date of Announcement
Letters	6/15/09		
Emails	6/15/09		
Internal Postings	6/15/09		
Websites	6/15/09		
Newspaper	6/19/09		

***** Remember to attach copies of the notifications. *Do Not Put in Public File.* *****



3800 HOOPER AVENUE
BALTIMORE, MD 21211
410-467-3000

TV Technician

WBAL-TV Baltimore MD is looking for a Maintenance Engineer:

Candidate should have a minimum of two years engineering or technical electronics school equivalent and 3-5 years experience in the broadcast industry or related field.

This position requires extensive experience in maintaining and troubleshooting a wide variety of broadcast equipment. Candidate must have solid background in Television systems, transmission and satellite communications. Candidate will be required to employ Autocad for system design and layout. Must have advanced knowledge in video production, IT infrastructure and station automation.

The duties include maintaining the technical integrity of the station's on-air video/audio signal, analog and digital transmitters, experience in tape and server based digital video systems routers, switchers, ENG/SNG/DSNG vehicles and microwave equipment.

The successful candidate must have good troubleshooting and problem solving skills and must be able to repair equipment down to the circuit level. Position requires the ability to lift and move up to 50 lbs., climb ladders, work on rooftops and in confined spaces. You must be able to work weekends and evenings and be flexible in your schedule.

SBE CPBE (or better) certification a plus.

To apply, please send your resume to

Sandy Bortel, Engineering, WBAL TV,
3800 Hooper Avenue, Baltimore MD 21211
sbortel@hearst.com.

No phone calls please. EOE.



June 15, 2009

Seana Coulter
Coppin State College
2500 W. North Avenue
Baltimore, MD 21216

Dear Sir or Madam:

Hearst-Argyle Television, Inc., licensee of Station WBAL-TV, Baltimore, Maryland requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our Company:

TV TECHNICIAN

WBAL-TV is an equal opportunity employer and does not discriminate in the hiring, training or promotion of employees by reason of race, color, religion, sex, or national origin. We are engaged in a continuing effort to seek out prospective applicants for employment with our company. We earnestly solicit your assistance in obtaining employees and request that you refer prospective applicants to us at the above address.

Please refer all qualified applicants to us by 6/29/09. At this time, we anticipate that a hiring decision will be made on or about 7/15/09.

If you would like to receive these via e-mail, please send your e-mail address to smcnicholas@hearst.com. Thanks.



June 15, 2009

Stacey Smith
Communities Organized to Improve Life
1200 W Baltimore St.
Baltimore, MD 21223

Dear Sir or Madam:

Hearst-Argyle Television, Inc., licensee of Station WBAL-TV, Baltimore, Maryland requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our Company:

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June 15, 2009

Erin Joyner
NABJ
8701 A Adelphi Road
Adelphi, MD 20783-1716

Dear Sir or Madam:

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June 15, 2009

Morgan State University
Center for Career Development
C-224 Montebello

1700 E. Cold Spring Lane
Baltimore, MD 21251

Dear Sir or Madam:

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June 15, 2009

Richard McIntire
NAACP
4805 Mt. Hope Drive
Baltimore, MD 21215

Dear Sir or Madam:

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If you would like to receive these via e-mail, please send your e-mail address to smcnicholas@hearst.com. Thanks.



June 15, 2009

Herbert Jordan
Gov. Office of Minority Affairs
6 St. Paul Street
Baltimore, MD 21202

Dear Sir or Madam:

Hearst-Argyle Television, Inc., licensee of Station WBAL-TV, Baltimore, Maryland requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our Company:

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June 15, 2009

Barry Hammons
State of Maryland Dept. of Labor,
Licensing & Regularions
1100 N. Eutaw Street
Baltimore, MD 21201

Dear Sir or Madam:

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June 15, 2009

Hal Malone
Community Assistance Network
7701 Dunmanway
Dundalk, MD 21222

Dear Sir or Madam:

Hearst-Argyle Television, Inc., licensee of Station WBAL-TV, Baltimore, Maryland requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our Company:

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If you would like to receive these via e-mail, please send your e-mail address to smcnicholas@hearst.com. Thanks.



June 15, 2009

Ruby Stemmler
Gov. Commission on Hispanic Affairs
301 West Preston St., Ste 1502
Baltimore, MD 21201

Dear Sir or Madam:

Hearst-Argyle Television, Inc., licensee of Station WBAL-TV, Baltimore, Maryland requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our Company:

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If you would like to receive these via e-mail, please send your e-mail address to smcnicholas@hearst.com. Thanks.



June 15, 2009

Community College of Baltimore County, Essex Campus
Job Placement Office, Bldg A, Ste 260
7201 Rossville Blvd.
Baltimore, MD 21237

Dear Sir or Madam:

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If you would like to receive these via e-mail, please send your e-mail address to smcnicholas@hearst.com. Thanks.



June 15, 2009

Sandra Rice
Emma L. Bowen Foundation for Minority Interest in Media
524 West 57th St.
New York, NY 10019

Dear Sir or Madam:

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If you would like to receive these via e-mail, please send your e-mail address to smcnicholas@hearst.com. Thanks.



June 15, 2009

Tova Jaffe
Jewish Vocational Services
1515 Reisterstown Rd.
Baltimore, MD 21208

Dear Sir or Madam:

Hearst-Argyle Television, Inc., licensee of Station WBAL-TV, Baltimore, Maryland requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our Company:

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If you would like to receive these via e-mail, please send your e-mail address to smcnicholas@hearst.com. Thanks.



June 15, 2009

Haydee Rodriquez
Md. Commission on Hispanic Affairs
311 W. Saratoga St.
Baltimore, MD 21201

Dear Sir or Madam:

Hearst-Argyle Television, Inc., licensee of Station WBAL-TV, Baltimore, Maryland requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our Company:

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Please refer all qualified applicants to us by 6/29/09. At this time, we anticipate that a hiring decision will be made on or about 7/15/09.

If you would like to receive these via e-mail, please send your e-mail address to smcnicholas@hearst.com. Thanks.

McNicholas, Sharon E

From: McNicholas, Sharon E
Sent: Monday, June 15, 2009 12:35 PM
To: 'bhammons@dlr.state.md.us'; 'Carl Taylor'; 'cdudley@howard.edu'; 'cscjobs@umbc.edu'; 'dhill@bcc.edu'; 'fran.allen@mail.house.gov'; 'info@baltimorenw.org'; 'jobbank@nahj.org'; 'knichols@oedworks.com'; 'madhur.bansal@mail.house.gov'; 'nb@bim.org'; 'rhoward@oedworks.com'; 'thecareercenter@loyola.edu'
Attachments: Maintenance technician.doc

Hearst- Television, Inc., licensee of Station WBAL-TV, Baltimore, Maryland requests your assistant in identifying and locating individuals who may be interested in the following job position(s) now available with our Company:

TV TECHNICIAN

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WBAL-TV
3800 Hooper Avenue
Baltimore, MD 21211

Please refer all qualified applicants to us by **June 29, 2009**. At this time, we anticipate that a hiring decision will be made on or about **July 15, 2009**.

McNicholas, Sharon E

From: McNicholas, Sharon E
Sent: Monday, June 15, 2009 2:26 PM
To: Vaughn, Christopher
Subject: job post
Attachments: Maintenance technician.doc

Can you post this on our website

McNicholas, Sharon E

From: McNicholas, Sharon E
Sent: Monday, June 15, 2009 2:27 PM
To: Anderson, Barbara F; Bamonti, Stephen L; Butt, Michelle B; Draper, Wanda Q; Halapin, Jeff; Nuñez, Sue M
Subject: Job Posting
Attachments: Maintenance technician.doc

Please post in your department

Empowering
Communities
Changing lives.


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Rates](#)


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McNicholas
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Job Detail

Job Summary

TV TECHNICIAN

Salary: Open

Location: [Baltimore, MD](#)

Employer: [WBAL-TV](#)

Type: Full Time - Experienced

Required
Education: Some College

NOTE: Please carefully review your job posting. This job is saved as a Pending Job in your account but is NOT active yet.

DO NOT USE YOUR BROWSER'S BACK BUTTON. TO MAKE A CHANGE, PLEASE CLICK THE MAKE CHANGES BUTTON, OR CLICK "POST JOB NOW" TO CONTINUE:

[Make Changes](#)

[Post Job Now](#)

Description

TV Technician

WBAL-TV Baltimore MD is looking for a Maintenance Engineer:

Candidate should have a minimum of two years engineering or technical electronics school equivalent and 3-5 years experience in the broadcast industry or related field.

This position requires extensive experience in maintaining and troubleshooting a wide variety of broadcast equipment. Candidate must have solid background in Television systems, transmission and satellite communications. Candidate will be required to employ Autocad for system design and layout. Must have advanced knowledge in video production, IT infrastructure and station automation. The duties include maintaining the technical integrity of the station's on-air video/audio signal, analog and digital transmitters, experience in tape and server based digital video systems routers, switchers, ENG/SNG/DSNG vehicles and microwave equipment. The successful candidate must have good troubleshooting and problem solving skills and must be able to repair equipment down to the circuit level. Position requires the ability to lift and move up to 50 lbs., climb ladders, work on rooftops and in confined spaces. You must be able to work weekends and evenings and be flexible in your schedule. SBE CPBE (or better) certification a plus.

To apply, please send your resume to

Sandy Bortel, Engineering, WBAL TV, 3800 Hooper Avenue, Baltimore MD 21211
sbortel@hearst.com.

No phone calls please. EOE.

NOTES: Local Residents Preferred (No Relo)

Requirements

Candidate should have a minimum of two years engineering or technical electronics school equivalent and 3-5 years experience in the broadcast industry or related field.

This position requires extensive experience in maintaining and troubleshooting a wide variety of broadcast equipment. Candidate must have solid background in Television systems, transmission and satellite communications. Candidate will be required to employ Autocad for system design and layout. Must have advanced knowledge in video production, IT infrastructure and station automation.

Employer Information

About WBAL-TV

WBAL-TV is owned by Hearst-Argyle Television and is an NBC Affiliate.

[View all our jobs](#)

[Click Here to edit the Employer Information text](#)

NOTE: Please carefully review your job posting. This job is saved as a Pending Job in your account but is NOT active yet.

DO NOT USE YOUR BROWSER'S BACK BUTTON. TO MAKE A CHANGE, PLEASE CLICK THE MAKE CHANGES BUTTON, OR CLICK "POST JOB NOW" TO CONTINUE:

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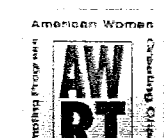
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*512 Orchard Street| Baltimore, MD 21201 - 1947
Phone : 410-523-8150 | Fax: 410-523-4022*



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American Women in Radio & Television, Inc. (AWRT) is a non-profit, professional organization of women and men who work in the electronic media and allied fields.

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Post a Job

Post your listing on AWRT's web site and gain access to the best, most qualified candidates in the industry. The cost of each listing is free for members and \$30 for non-members. Your employment opportunity will be posted for 30 days and available to AWRT members after payment is processed. Questions or comments can be directed to info@awrt.org.

One listing per form submission. You will be given the opportunity to return to this page in the event you wish to post multiple jobs.

Job Submission

*All fields required.

Job Information

Station/Company: Position Title:
 Description:

Contact Name: City:
 State: E-mail:
 Phone: Fax:

[Submit](#) ▶

As a consideration for being permitted to list your employment opportunity, the listing station/company indemnifies and holds AWRT harmless from any and all claims, breaches, causes of action, lawsuits and damages, including reasonable attorney fees, arising out of or in connection with the listing of this employment opportunity.

Career Corner

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American Women in Radio & Television, Inc. (AWRT) is a non-profit, professional organization of women and men who work in the electronic media and allied fields.

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Job Successfully Submitted

Thank you for submitting your job. All jobs are reviewed before being posted.

Member Login

Welcome Sharon McNicholas
[Change Password](#) | [Edit Profile](#)

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TOWSON UNIVERSITY

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Please correct the errors noted below in red, then Save.

- Position Information - Application Instructions

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If you are posting an *Internship*, in addition to posting, please click [here](#) to download the **Employer Sponsor Agreement** form and submit to The Career Center.

If you are looking to post a child care position, please be advised: We do not post "as needed" babysitter positions. We do allow people to post childcare jobs that can guarantee a minimum of 8 hours a week, every week. If you are looking for babysitters on a semi-regular, or as needed basis, please contact The Towerlight, Towson University's paper, at 410-704-2288 to post a *classified ad*.

Position Information

*Job Title: TV TECHNICIAN

Job Reference Num:

*Organization Name: WBAL TV11

No of Openings: 1

Work Schedule: TBA

Hours per Week: 40

Wage/Salary: TBA

Employment Start Date: ASAP

Employment End Date: ASAP

Supervisor: JEFF HALAPIN

*Job Description: WBAL-TV Baltimore MD is looking for a Maintenance Engineer:

Candidate should have a minimum of two years engineering or technical electronics school equivalent and 3-5 years experience in the broadcast industry or related field.

Spell Check

Qualifications: Candidate should have a minimum of two years engineering or technical electronics school equivalent and 3-5 years experience in the broadcast industry or related field.

This position requires extensive experience in maintaining and troubleshooting a wide variety of

Spell Check

*Application Instructions: To apply, please send your resume to

Sandy Bortel, Engineering, WBAL TV,
3800 Hooper Avenue, Baltimore MD 21211
sbortel@hearst.com.

No phone calls please. EOE.

Spell Check

Required

Contact Information

First Name: Sharon

Middle Initial:

Last Name: McNicholas

Address Line 1: 3800 Hooper Ave.

Address Line 2:

City: Baltimore

State: MD

Zip: 21211

Phone: 410-338-6423

Fax:

Email:

smcnicholas@hearst.com

Website:

Please Note: If you choose one of the screening options below, please be sure to complete the corresponding field.

For example, if you choose to screen by Minimum GPA, then be sure you have added a number such as 3.0 to the Minimum GPA field below.

Posting Information

Job Location: BALTIMORE, md

Job Category: Account Management/Planning
Accounting/Auditing
Actuarial
AdministrationPosition Type: ACCT INTERN
AHLT-INTERN
ANTH-INTERN
ART INTERN*Applicant Type: Childcare/babysitting Jobs
Full-Time
Internship
Job Shadowing

Minimum GPA:

Work Authorization Status: Canadian Work Authorization
Employment (H-1) Visa
H-4 Visa
J-1 Visa (Exchange Program)Graduation Range: Month Year
From Month Year
To Month YearClassification: Alumnus/a
Certificate of Advanced Study (CAS)
Continuing Education
Doctoral CandidateDegrees: Applied Doctorate in Audiology
Bachelor of Arts
Bachelor of Fine Arts
Bachelor of Music

Majors:

Add/Remove

Screening Options: ☐ Screen Minimum GPA
☐ Screen Work Authorization Status
☐ Screen Graduation Range
☐ Screen Classification
☐ Screen Degrees
☐ Screen Majors

*Post Date: 6/15/2009

*Expiration Date: 6/29/2009

Show Contact Info: Yes

Allow Online Referrals: No

Save

Cancel

The **AFRO**
American Newspapers

WBAL-TV
3800 HOOPER AVE.
BALTIMORE MD 21211
(410)338-6637 FAX (410)467-5278

Account: 9101
Ad Number: 174470
Size: 2 X 4
Sales Rep: MGOO Marquise Goodwin
Words: 194
Lines: 60

<i>Cost of Ad</i>	<i>Payments</i>	<i>Total Due</i>
259.12	0.00	259.12
<i>Class:</i> 10 CAREER CORNER		<i>SubClass:</i>
<i>Description:</i> TV TECH		
BA Career Corner		Jun 20

Hearst Television Inc

Hearst Television Inc Careers

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TV Technician

Category: [Technical - Technician](#)

Location: [Baltimore, MD - WBAL-TV](#)

Posted: 06/16/2009

Full-Time/Part-Time: Full Time

Compensation:

Description:

WBAL-TV Baltimore MD is looking for a Maintenance Engineer:

Candidate should have a minimum of two years engineering or technical electronics school equivalent and 3-5 years experience in the broadcast industry or related field.

This position requires extensive experience in maintaining and troubleshooting a wide variety of broadcast equipment. Candidate must have solid background in Television systems, transmission and satellite communications. Candidate will be required to employ Autocad for system design and layout. Must have advanced knowledge in video production, IT infrastructure and station automation.

The duties include maintaining the technical integrity of the station's on-air video/audio signal, analog and digital transmitters, experience in tape and server based digital video systems routers, switchers, ENG/SNG/DSNG vehicles and microwave equipment.

The successful candidate must have good troubleshooting and problem solving skills and must be able to repair equipment down to the circuit level. Position requires the ability to lift and move up to 50 lbs., climb ladders, work on rooftops and in confined spaces. You must be able to work weekends and evenings and be flexible in your schedule.

SBE CPBE (or better) certification a plus.

To apply, please send your resume to

Sandy Bortel, Engineering, WBAL TV,
3800 Hooper Avenue, Baltimore MD 21211
sbortel@hearst.com.

No phone calls please. EOE.

Responsibilities:

This position requires extensive experience in maintaining and troubleshooting a wide variety of broadcast equipment. Candidate must have solid background in Television systems, transmission and satellite communications. Candidate will be required to employ Autocad for system design and layout. Must have advanced knowledge in video production, IT

infrastructure and station automation.

The duties include maintaining the technical integrity of the station's on-air video/audio signal, analog and digital transmitters, experience in tape and server based digital video systems routers, switchers, ENG/SNG/DSNG vehicles and microwave equipment.

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Requirements:

Minimum of 2 years Engineering or technical electronics school equivalent and 3-5 years experience in the broadcast industry or related field.

Education:

Candidate should have a minimum of two years engineering or technical electronics school equivalent and 3-5 years experience in the broadcast industry or related field.

Experience:

This position requires extensive experience in maintaining and troubleshooting a wide variety of broadcast equipment. Candidate must have solid background in Television systems, transmission and satellite communications. Candidate will be required to employ Autocad for system design and layout. Must have advanced knowledge in video production, IT infrastructure and station automation.

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